

# **MANPOWER RESTRICTED OFFICER PROGRAM**



**LTCOL GERRY GRIFFIN**



# CONGRATULATIONS

00/04/16

## ● Lieutenant Colonel Selections:

- Maj Sinese
- Maj Schroeder

## ● Major Selections:

- Captain Heichlinger
- Captain Windham
- Captain Edwards
- Captain McCoverly
- Captain Jones
- Captain Demyer
- Captain McMillian
- Captain Bergeron

## ● Captain Selections:

- CWO Young
- CWO Andrews
- CWO Melanphy
- CWO Schmidt
- CWO Cupp
- CWO Garriott
- CWO Choi
- CWO Burns



# 0430 STRENGTH

00/04/16

- Enlisted 04XX (Feeders) 3,793
    - Enlisted to Warrant Officer 29 pkgs for 25 slots
- 
- Officer (0430 - BILLETS) 166
    - Warrant Officers/CWO 103
    - Captains 29
    - Majors 27
    - Lieutenant Colonels 7



# 0430 STRENGTH ON HAND

00/04/16

- Officers (0430 – On Hand)                      152
  - Warrant Officers/CWO    86
  - Captains    30
  - Majors    27
  - Lieutenant Colonels    9

**Note: LtCol (1-R/R, 2-Retire)/Major (2-Retire)/Captain (1-Promotion, 1-Retire)**

**Note: CWO-5 (+1)/CWO-4 (1-Retire)/CWO-3 (3-Promotion)/CWO-2 (8-Promotion)**

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# Promotion & Selection Boards

00/04/16

## NOTES :

- - Only you know YOU! Don't try to guess or assume you know what someone else's record consist of.
  - Start preparing your record for promotion continuously, not when you are in the ZONE for promotion.
  - When all else is equal; what sets you apart from the competition.
  - R/S and R/O Comments; (P) Professionalism, (T) Technical expertise & (L) Leadership.
  - MAFTF Officer; willingness to perform out of your comfort area (more than just embark stuff).
  - PFT, PME, Martial Arts Training, Off Duty education & Community Service.
  - BEST AND FULLY QUALIFIED!

# WARRANT OFFICER PROMOTIONS

00/04/16



- WOs compete for promotion by MOS
- Promote to specific billet vacancies
  - No vacancies = No Board
- Boards pick the “best and fully qualified”
- Boards DO NOT have to pick the number of authorized to select



# CHIEF WARRANT OFFICER PROMOTION PLAN

00/04/16

- Annual Board
  - Convene in August
- Plan written by MOS, grade, and name
- Plan approved by M&RA, CMC, then SECNAV
  - SJA and Navy JAG review
- MMPR sends 30 day notification MARADMIN

# CHIEF WARRANT OFFICERS' SELECTIONS FY-09

20/04/16



- CWO-5 (Authorized: 4/Selection: 1)
  - Senior In Zone: CWO-4 Anderson
  - Junior In Zone: CWO-4 Thomas
- CWO-4 (Authorized: 15/Selection: 3)
  - Senior In Zone: CWO-3 Stevelton
  - Junior In Zone: CWO-3 Tafoya
- CWO-3 (Authorized: 33/Selection: 16)
  - Senior In Zone: CWO-2 Eck
  - Junior In Zone: CWO-2 Schmiedecke





# Limited Duty Officers

00/04/16

- LDOs compete for promotion by MOS
- Promote to specific billet vacancies
- Boards pick the “best and fully qualified”
- Boards DO NOT have to pick the number of authorized to select
- Same zones - AZ, IZ, BZ



# LDO PROMOTION POLICY

00/04/16

- Title 10, U.S. Code, section 619 - eligible for consideration for promotion to next higher grade after 3 years TIG as of convening date of the board



# Limited Duty Officers

00/04/16

- **Promotion Board FY-09**
  - **October 2008 (Major & LtCol)**
  - **September 2008 (Captain)**
  
- **Requirements (Projected today)**
  - **2 LtCols**
  - **3 Majors**
  - **5 Captains**



- **We cannot afford to “buy” the entire requirement, so priorities need to be set.**
- **From a manpower perspective, setting these priorities is called “manning.”**



# Manning...

## From Trooplist to ASR

09/04/16

- DC, CD converts the Trooplist into the Authorized Strength Report (ASR)
- ASR employs modeling algorithms that *optimize* unit manning allocation based on
  - 1) Unit Structure (grade & MOS at an MCC)**
  - 2) Trooplist manning**
  - 3) Special protections**

# Manning Process...

## The Bottom Line

00/04/16



- **Available manning is optimally apportioned across the Corps by DC, Combat Development**
- **Why is this important to monitors?**
- **It is not the role of M&RA to...**
  - **Prioritize requirements or**
  - **Allocate manning**
- **These functions have already occurred in the ASR under the cognizance of DC, CD**



# The Staffing Process

00/04/16

- The objective of the Staffing Process is to make the *optimal* distribution of current assignable inventory to meet the Marine Corps' Authorized Strength Report (ASR) IAW current Marine Corps staffing precedences (MCO 5320.12E)

# Manning and Staffing

## Precedence

### MCO 5320.12E

00/04/16



#### Excepted (100% of T/O) Commands

Marine Corps Recruiting Command (District and below)  
 Marine Security Guard Battalion  
 HMX-1 (Executive Support and Other Support)  
 Active Duty in Support of Reserves (Regiments/Groups and below)  
 MEU Command Elements  
 Joint Duty Assignment List (JDAL)  
 4<sup>th</sup> MEB (AT) Command Element  
 Patients, Prisoners, Transients, & Trainees (P2T2)

#### Priority (95% of T/O) Commands

Infantry Battalions (EOS Decision to Man at 100%)  
 Joint and External Commands (excluding JDAL)  
 Formal Schools  
 MARFOR Forward Headquarters  
 HQMC Departments  
 Marine Corps Recruiting Command Headquarters (T/O 5167)  
 Marine Corps Security Force Battalion  
 Active Duty in Support of Reserves (Division, Wing, and FSSG HQ)  
 Marine Corps Recruit Depots  
 Marine Barracks Washington DC (ceremonial support only)  
 Combat Service Support Detachments  
 MEF Command Elements  
 Flying Squadrons  
 Reconnaissance Units (Recon Bns and Force Recon Companies)  
 Radio Battalions  
 CBIRF  
 Blue Angels Support  
 Bands  
 VMMT-204  
 MEU Service Support Groups (MEUs)  
 Exercise Support Division, MAGTF Training Command  
 Tactical Training and Exercise Control Group  
 ANGLICO





# MENTORS' FORUM

00/04/16

## QUESTIONS??

- **Pizza at 1800 Cost share \$5.00**
- **1700-1800 Gray Beards' comments**
- **1800-1900 Audience Questions**